

**1. Explaining the matter being assessed**

<p><b>EIA Title</b></p>	<p><b>Proposal to open a new school by amalgamating Christ Church C of E Infant School and Englefield Green Infant School and Nurseries</b></p>			
<p><b>Did you use the EIA Screening Tool?</b> (Please tick or specify)</p>	<p>Yes (Please attach upon submission)</p>	<p><b>Yes</b></p>	<p>No</p>	
<p><b>What policy, function or service change are you assessing?</b></p>	<p>In partnership Surrey County Council with the Diocese of Guildford and the Governing Bodies of Christ Church C of E Infant School and Englefield Green Infant School and Nurseries, is proposing to open a new school by amalgamating Christ Church C of E Infant School and Englefield Green Infant School and Nurseries into a single institution from September 2021. It is proposed that the new school would be a voluntary aided Church of England school and would be situated on the existing site of Englefield Green Infant School and Nurseries.</p>			
<p><b>Why does this EIA need to be completed?</b></p>	<p>The EIA is being completed to assess the impact under protected characteristics. Taking into account responses to the public consultation of pupils and parents the impacts will be assessed and mitigations considered. This document was submitted with the Lead Cabinet Member report on 10 Mar 2020 and has continued to be updated throughout the representation period to be reviewed again by the Leader of the council for a final decision on 10 November 2020</p>			
<p><b>Who is affected by the proposals outlined above?</b></p>	<p>Christ Church C of E Infant School and Englefield Green Infant School and Nurseries: Pupils and their families Potential pupils Staff and Governors</p> <p>Local residents Other schools in Runnymede in primary phase Junior Schools in the area particularly St Jude's C of E Junior School and St Ann's Heath</p>			
<p><b>How does your service proposal support the outcomes in <a href="#">the Community Vision for Surrey 2030?</a></b></p>	<ul style="list-style-type: none"> <li>• Children and young people are safe and feel safe and confident</li> <li>• Everyone benefits from education skills and employment opportunities that help them succeed in life</li> </ul>			
<p><b>Are there any specific geographies in Surrey where this will make an impact?</b> (Please tick or specify)</p>	<p>County Wide</p>		<p>Runnymede</p>	<p>✓</p>
	<p>Elmbridge</p>		<p>Spelthorne</p>	
	<p>Epsom and Ewell</p>		<p>Surrey Heath</p>	
	<p>Guildford</p>		<p>Tandridge</p>	

	Mole Valley		Waverley	
	Reigate and Banstead		Woking	
	Not Applicable			
County Divisions (please specify if appropriate):				
<p><b>Briefly list what evidence you have gathered on the impact of your proposals?</b></p>	<p><b>Informal consultation survey</b></p> <p>A full consultation analysis is available with this report</p> <p>An informal consultation was open from 22 January to 26 February 2020. The associated documentation was published on the Surrey County Council ‘Surrey Says’ website and circulated to local stakeholders. Interested parties were invited to return responses to the consultation via a formal consultation response form, included at the end of the consultation document, as well as an online form</p> <p>There were 222 responses to the consultation. 26% of respondents agreed with the proposal, 63% of respondents disagreed with the proposal and 11% of respondents didn’t know if they agreed or disagreed</p> <ul style="list-style-type: none"> <li>• The majority of respondents <b>do not agree</b> with the proposal (63%)</li> <li>• 32% of all responses were from parents of pupils currently at both schools</li> <li>• The majority of parents of pupils at Christ Church C of E Infant School <b>disagree</b> with the proposal (68%)</li> <li>• The majority of parents of pupils at Englefield Green Infant School and Nurseries <b>agree</b> with the proposal (58%)</li> <li>• Some respondents commented on the new school being a church school with 29 in support of the idea and 40 against.</li> <li>• Out of the 70 responses from parents of pupils at both the current schools only 21 made comments in relation to the religious designation of the new school, 16 were for the school being a Church of England school and 5 were against.</li> </ul> <p><b>Public Meetings</b></p> <p>Two public meetings were held, one at Englefield Green Infant School and Nurseries on 30 January at 6pm and one at Christ Church C of E Infant School on 11 February at 2pm.</p> <p>72 people attended (44 were parent/carers or perspective parent/carers of pupils at both the current schools) on the 30 January and 36 (25 were parent/carers or perspective parent/carers of pupils at both the current schools) people attended on the 11 February.</p>			

A questions and answers paper was published after the meetings based on the questions asked during the two meetings

**Statutory Notices Survey**

A full statutory notices analysis is available with this report

Statutory notices were published from 14 September to 12 October

There were 37 responses to the consultation. 86% of respondents agreed with the proposal, 14% of respondents disagreed with the proposal

- 37 people submitted responses to the statutory notices. This is a much lower number than submitted responses during the informal consultation (222)
- The majority of respondents (86%) do not agree with the proposal
- Although 8 respondents disagreed with the new school being a Church of England School, none of these identified as parents or potential parents of a child at the schools and only one was an extended family member
- 35% of respondents raised negative impacts for children and young people including traveling further to school and coping in larger classes or a larger school.
- Only 3 parents from **Englefield Green Infant School and Nurseries** responded to the consultation all of whom **agreed** with the proposal
- Only 15 parents from **Christ Church C of E Infant School** responded to the consultation. 90% **disagreed** with the proposal.

## 2. Service Users / Residents

There are 10 protected characteristics to consider in your proposal. These are:

1. Age including younger and older people
2. Disability
3. Gender reassignment
4. Pregnancy and maternity
5. Race including ethnic or national origins, colour or nationality
6. Religion or belief including lack of belief
7. Sex
8. Sexual orientation
9. Marriage/civil partnerships
10. Carers protected by association

*Though not included in the Equality Act 2010, Surrey County Council recognises that socio-economic disadvantage is a significant contributor to inequality across the County and therefore regards this as an additional factor.*

*Therefore, if relevant, you will need to include information on this. Please refer to the EIA guidance if you are unclear as to what this is.*

AGE						
<b>What information (data) do you have on affected service users/residents with this characteristic?</b>						
Children who are currently in year R and year 1 at Christ Church C of E Infant School Children who are currently in year R and year 1 at Englefield Green Infant School and Nurseries Children who are currently applying for a year R place at either school for September 2021						
<b>Impacts</b> (Please tick or specify)	Positive		Negative		Both	✓
<b>Impacts identified</b>	<b>Supporting evidence</b>		<b>How will you maximise positive/minimise negative impacts?</b>	<b>When will this be implemented by?</b>	<b>Owner</b>	
<i>What impacts have you identified?</i>	<i>What are you basing this on?</i>		<i>Actions to mitigate or enhance impacts</i>	<i>Due date</i>	<i>Who is responsible for this?</i>	
Change of school will change journey times for children who are currently in year R and year 1 at Christ Church Infant School  This will be positive impact for some and negative for others	Responses to the consultation and pupil data  Pupil data: Some pupils live nearer the new site of have siblings at St Jude's which is closer to the new site.  Some pupils live further away from the new site		This will need to be considered if the proposal is approved.  The provision of home to school transport will be considered in line with the Surrey County Council transport policy and will differ for each child. If Christ Church C of E Infant School was the nearest school at the time of the original application for a school place <b>and</b> they are now having to travel over the statutory walking distance to	01/09/2021	SCC	

	Some parents already travel a long distance to school and the new school is further	school at the Englefield Green Infant School site, <b>transport will be provided.</b>		
<p>Although no change to the school site the school, name, uniform and governance is changing and will impact children who are currently in year R and year 1 at Englefield Green Infant School and Nurseries. These changes will also impact pupils currently in Year R and Year 1 at Christ Church.</p> <p>There are positive and negative impacts within this</p>	Responses to the consultation	<p>Support with transition</p> <p>Staff from both schools providing a consistency from the two schools to one.</p> <p>Visits to the new school site for Christ Church pupils</p>	01/09/2021	Implementation team (reps from current schools, shadow gov body for new school to be appointed)
Families with children who are currently applying for a year R place at either school for September 2020 may wish to change their preference based on the proposal	Responses to the consultation and questions in the public meeting	<p>The date for late changes to preferences was extended to 18 February 2020 and all parents who had named either school as a preference were sent a letter to advise this.</p> <p>A place offered at either current school will automatically become a place at the new school if the proposal is approved.</p>	Complete	JK

		14/09/2020 – New statutory notices issued with new proposed date of school opening 1 Sept 2021. Parents applying for Sept 2021 will have time after the Leader decision (10 November) before the closing date for admissions (15 January)		
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**What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of**

Additional places in Chertsey are being considered. Any change would be subject to a public consultation. (Positive impact for pupils in Chertsey who previously would have had to travel to Virginia Water)

**Any negative impacts that cannot be mitigated? Please identify impact and explain why**

The negative impacts of change particularly around the loss of the site at Virginia Water cannot be mitigated within this proposal but can be reduced by supporting transition

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## Disability

**What information (data) do you have on affected service users/residents with this characteristic?**

There are less than 10 pupils across both current schools who have an Education Health and Care Plan  
 There are pupils at both schools receiving SEN support  
 There are approx 70 pupils living in Runnymede who are in year one or younger and have an Education Health and Care Plan

Impacts (Please tick or specify)	Positive		Negative		Both	
Impacts identified	Supporting evidence		How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner	
Pupils with SEND particularly ASD may find change challenging and will need support with transition	Responses to the consultation  National Autism Society		Transition plans  Liason with case workers and support workers  Consistency of staff where possible	01/09/2021	Implementation Project Group SCC, Current Schools, New school	
<b>What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of</b>						
<b>Any negative impacts that cannot be mitigated? Please identify impact and explain why</b>						
We cannot completely remove the impact of change on pupils with ASD and high levels of anxiety but will mitigate by preparing for transition.						

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**Race including ethnic or national origins, colour or nationality**

**What information (data) do you have on affected service users/residents with this characteristic?**



# Equality Impact Assessment

Jan 2019 census data shows:  
 29% of pupils at Christ Church Infant School are from Black, Asian and Minority Ethnic (BAME) groups  
 25% of pupils at Englefield Green Infant School and Nurseries are from Black, Asian and Minority Ethnic (BAME) groups

12% Christ Church Infant School have a first language other than English  
 17% of pupils at Englefield Green Infant School and Nurseries have a first language other than English

Impacts (Please tick or specify)	Positive		Negative		Both	✓
Impacts identified	Supporting evidence		How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner	
There have not been any impacts identified during the informal consultation and statutory notices based on responses	Consultation responses		Continue to monitor throughout statutory notice period and implementation			
<b>What other changes is the council planning/already in place that may affect the same groups of residents?            Are there any dependencies decisions makers need to be aware of</b>						
<b>Any negative impacts that cannot be mitigated? Please identify impact and explain why</b>						

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Religion or belief including lack of belief

**What information (data) do you have on affected service users/residents with this characteristic?**

Families with Christian beliefs currently attending Christ Church C of E Infant School who chose the school based on the fact it is a church school  
 Families of religions other than Anglican or with no religious beliefs attending Englefield Green Infant School and Nurseries  
 Future pupils of the new school  
 Future pupils at St Jude's C of E Junior School

Impacts (Please tick or specify)	Positive		Negative		Both	✓
Impacts identified	Supporting evidence		How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner	
Positive impacts for Christian pupils attending Christ Church who would like the new school to be a voluntary aided church school	Responses to the consultation		Enhance by strengthening relationships with local junior school St Jude's C of E School. Also continuing links with Christ Church Virginia Water	01/09/2021	Governing Body of the new school	
Positive impacts for families who would like a Church of England school for infants and juniors in Englefield Green (currently only juniors)	Responses to consultation. Historic data showing the majority of pupils move from Englefield Green Infant School to St Jude's Junior School.  Englefield Green Infant School and Nurseries is already affiliated with the		The new voluntary aided school will receive revenue funding via the Local Authority, who retain the overall responsibility for their standards and performance  The new school will follow the Religious Education syllabus agreed by the Diocese, which is very similar to Surrey's.	01/09/2021		

	<p>diocese and follows a Christian ethos</p>	<p>The new school will be inspected under the Statutory Inspection of Anglican and Methodist Schools (SIAMS) framework focusing on the impact of the Church school's Christian vision on pupils and adults in addition to Ofsted Inspections which all schools are subject to.</p>		
<p>Negative impacts for pupils who chose Englefield Green Infant School as it is a community (This may be families of religions other than Church of England or families with no religious beliefs)</p>	<p>Responses to the consultation. Questions in the public meeting</p>	<p>Information has been published to describe the ethos of voluntary aided church schools.</p> <p>The Diocese of Guildford propose that the new school is church school for the community and not a faith school for the faithful.</p> <p>Englefield Green Infant School and Nurseries is already affiliated with the diocese and most pupils move onto the local church school St Jude's Junior school.</p> <p>The admissions criteria will not include a faith based criteria in the first year of opening. Any future changes</p>	<p>01/09/2021</p>	

		<p>to the admissions criteria will be set by the Governing Body and will be subject to public consultation.</p> <p>Parents have the right to apply for a school place at another school.</p>		
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**What other changes is the council planning/already in place that may affect the same groups of residents?  
Are there any dependencies decisions makers need to be aware of**

N/a

**Any negative impacts that cannot be mitigated? Please identify impact and explain why**

Negative impacts can't be completely mitigated

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**Sex**

**What information (data) do you have on affected service users/residents with this characteristic?**

<b>Impacts</b> (Please tick or specify)	Positive		Negative		Both	yes
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Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
<p>The majority of respondents who mentioned additional travel time and impact of changes to ability to work were female</p>	<p>Responses to the consultation</p>	<p>This will need to be considered if the proposal is approved.</p> <p>The provision of home to school transport will be considered in line with the Surrey County Council transport policy and will differ for each child. If Christ Church CofE Infant School was the nearest school at the time of the original application for a school place <b>and</b> they are now having to travel over the statutory walking distance to school at the Englefield Green Infant School site, <b>transport will be provided.</b></p> <p>Breakfast and after school clubs will be available at the new school to support working parents</p> <p>The new school is nearer the local junior school to support parents with multiple drop offs</p> <p>If the statutory notices are determined on 10 Nov a survey will be sent to all parents to find out what transport support could be offered to meet the majority</p>	<p>1 Sept 2021</p>	<p>SCC</p>

		of needs within the current Transport Policy		
<b>What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of</b>				
<b>Any negative impacts that cannot be mitigated? Please identify impact and explain why</b>				

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Socio economic						
<b>What information (data) do you have on affected service users/residents with this characteristic?</b>						
<p>Across Runnymede there are levels of deprivation close to the most affluent areas that are often hidden from view in general statistics. Virginia Water and Englefield Green West are in the 90% decile for deprivation areas in the England – meaning it is in the least deprived 10% and 90% of other areas have a higher level of deprivation (Indices of Deprivation 2019). Parts of Englefield Green East and parts of Chertsey St Ann’s is in the 20% - 30% decile for deprivation meaning they have higher indices of deprivation than two thirds of the country.</p> <p>Jan 2019 Census data shows 20% of pupils at Englefield Green and 11% of pupils at Christ Church are eligible for Free School Meals</p>						
Impacts (Please tick or specify)	Positive		Negative		Both	yes
Impacts identified	Supporting evidence		How will you maximise positive/minimise negative impacts?		When will this be implemented by?	Owner

# Equality Impact Assessment

<p>Parents from Chertsey have responded to the consultation mentioning the impacts of further travel on cost of travel and impacts on work.</p>	<p>Responses to the consultation.  Indices of Deprivation shows that Chertsey has areas of low and high deprivation</p>	<p>Transport considerations as mentioned above.  Consideration should be taken during statutory notices of how best to support families in Chertsey and minimise negative impacts</p>	<p>01/09/2021</p>	<p>Implementation project group</p>
<p>Families with low income have raised concerns about additional costs of new uniform</p>	<p>Responses to the consultation</p>	<p>Consideration to minimise costs for low income families will be considered by the shadow governing board and implementation group for the new school</p>	<p>01/09/2021</p>	<p>Implementation project group</p>
<p><b>What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of</b></p>				
<p> </p>				
<p><b>Any negative impacts that cannot be mitigated? Please identify impact and explain why</b></p>				
<p> </p>				

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## 3. Staff

*You will need to repeat the box below (copy and paste) for each of the protected characteristics likely to be impacted*

## Religion or belief including lack of belief

### What information do you have on the affected staff with this characteristic?

A staff consultation will commence after 10 November if the proposal is approved. Consideration will be taken of any staff member who feels impacted based on their religion or belief including lack of belief

Impacts	Positive		Negative		Both	Yes
Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?		When will this be implemented by?	Owner	
Positive impacts for Anglican members of staff who chose to work at Christ Church because of the religious designation		Staff consultation TUPE				
Positive impacts for Anglican members of staff at Englefield Green who would like the school to become a Church of England school and build more links with local junior school St Jude's						
Negative impacts for members of staff at Englefield Green who chose to work in a community school (This may be staff members of religions other than Church of England or those with no religious beliefs)		Staff consultation TUPE				



**What other changes is the council planning that may affect the same groups of staff?  
Are there any dependencies decisions makers need to be aware of**

**Any negative impacts that cannot be mitigated? Please identify impact and explain why**

## Disability

**What information do you have on the affected staff with this characteristic?**

A staff consultation will commence after 10 November if the proposal is approved. Consideration will be taken of any staff member with a disability or additional needs

Impacts	Positive		Negative		Both	
<b>Impacts identified</b>		<b>Supporting evidence</b>	<b>How will you maximise positive/minimise negative impacts?</b>		<b>When will this be implemented by?</b>	<b>Owner</b>
Change of location (for staff currently working at Christ Church) – Negative and Positive			Staff engagement/ Communication. TUPE			

**What other changes is the council planning that may affect the same groups of staff?  
Are there any dependencies decisions makers need to be aware of**

*If so, please detail your awareness of whether this will exacerbate impacts for those with protected characteristics and the mitigating actions that will be taken to limit the cumulative impacts of these changes.*

**Any negative impacts that cannot be mitigated? Please identify impact and explain why**

*Identifies negative impacts that can't be mitigated, together with evidence.*

## Pregnancy and maternity

**What information do you have on the affected staff with this characteristic?**

A staff consultation will commence after 10 November if the proposal is approved. Consideration will be taken of any staff member who is pregnant or on maternity leave

Impacts	Positive		Negative		Both	Yes
<b>Impacts identified</b>		<b>Supporting evidence</b>	<b>How will you maximise positive/minimise negative impacts?</b>		<b>When will this be implemented by?</b>	<b>Owner</b>
Change of location (for staff currently working at Christ Church) – Negative and Positive			Keep any staff members on maternity leave informed throughout process  Staff engagement/ Communication. TUPE			

**What other changes is the council planning that may affect the same groups of staff?  
Are there any dependencies decisions makers need to be aware of**

**Any negative impacts that cannot be mitigated? Please identify impact and explain why**

## 4. Amendments to the proposals

CHANGE	REASON FOR CHANGE
Statutory notices paused in March 2020 and re-published 14 September	Statutory notices were paused due to restrictions to prevent the spread of Covid-19. This was to ensure the public had time to engage in the consultation and mitigate any risks that would add additional time to implementation due to the restrictions.
Proposed date for opening the new school moved to 1 September 2021	As above

## 5. Recommendation

Based your assessment, please indicate which course of action you are recommending to decision makers. You should explain your recommendation in the in the blank box below.

Outcome Number	Description	Tick
<b>Outcome One</b>	<b>No major change to the policy/service/function required.</b> This EIA has not identified any potential for discrimination or negative impact, and all opportunities to promote equality have been undertaken	
<b>Outcome Two</b>	<b>Adjust the policy/service/function</b> to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?	
<b>Outcome Three</b>	<b>Continue the policy/service/function</b> despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are: <ul style="list-style-type: none"> <li>• Sufficient plans to stop or minimise the negative impact</li> <li>• Mitigating actions for any remaining negative impacts plans to monitor the actual impact.</li> </ul>	✓
<b>Outcome Four</b>	<b>Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination (For guidance on what is unlawful discrimination, refer to the Equality and Human Rights Commission's guidance and Codes of Practice on the Equality Act concerning employment, goods and services and equal pay, available <a href="#">here</a> ).	
<i>Please use the box on the right to explain the rationale for your recommendation</i>		



## 6a. Version Control

Version Number	Purpose/Change	Author	Date
Version 1	Lead Cabinet Member Decision Meeting and publishing stat notices Mar 2020	Jane Keenan	22/02/2020
Version 2	Re- publishing Stat notices (New date for proposed opening of the new school)	Jane Keenan	11/09/2020
Version 3	Responses to stat notices. Leader Decision Meeting 10 Nov	Jane Keenan	22/10/2020

## 6b. Approval

	Name	Date approved
<b>Approved by*</b>	<i>Head of Service</i>	10 March 2020
	<i>Executive Director</i>	10 March 2020
	<i>Cabinet Member</i>	10 March 2020
	<i>Directorate Equality Group</i>	

<b>EIA Author</b>	Jane Keenan
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## 6c. EIA Team

Name	Job Title	Organisation	Team Role
Jane Keenan	Commissioning Manager	Surrey County Council	Author
Jane Winterbone	Assistant Director for Education	Surrey County Council	Sponsor
Project Team		Representatives from the Diocese of Guildford and the three schools, Christ Church, Englefield Green and St Jude's	Contributors

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